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DD/A Registry
81-2644/1

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81-5246

29 SEP 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: Maurice Lipton
Comptroller

SUBJECT: Increased Recruitment Requirements (S)

REFERENCE: Memorandum for DDCI from D/Personnel, dated 24 September 1981,
Subject: Resource Requirement for Increased Agency Recruitment (S)

1. The Reference (attached) is responsive to the 22 June EXCOM Meeting on recruitment during which we were tasked to produce a paper refining the resource shortfall for recruitment activities. (A/IUO)

2. We have spent a lot of time with Jim Glerum and his staff in an effort to cut back the estimated shortfall (which accounts in part for the delay in getting the paper to you). I am still not comfortable with OP's estimate of the additional staff needed (a total of [] in Personnel, [] in Security, and [] for Medical) or with the additional funds required (up to [] in addition to the costs of the increased staff). However, Jim stands by his estimate and maintains that the additional people and funds are needed if he is to staff the [] new positions for 1982 and to begin recruiting in late 1982 for the further increase programmed for 1983 (over [] new positions at the high guidance level). (S)

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3. As an aside, but related to the OP request, you should be aware that we are already faced with a number of known, unfunded requirements in 1982 (e.g., some [] for overseas pay, at least [] up to [] for cargo shipments, [] These needs, not to mention numerous other requirements of lesser amounts, along with the recruitment requirement, can only be met at the expense of other previously budgeted activities. We can ill afford to slack off on our recruitment efforts--filling our new 1982 positions must be given high priority. But, given our other needs, I am reluctant to provide all the resources requested up front. (S)

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4. As I see it, and in the absence of supplemental funding from external sources, which appears unlikely for this purpose, we have several options:

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a. Approve the recommendation as presented.

b. Approve a lesser number of people--say []--and up to []--the lower range of the shortfall.

c. Deny the requested overstrength but commit minimum additional invitee travel funding, and direct Personnel, Security, and Medical to do the best they can with their currently authorized 1982 staff.

In my view, it would be ill advised to place at risk our ability to increase our staff in 1982 to a level approaching that authorized. If we are unable to staff our new 1982 positions, we may jeopardize our chances of a further increase in 1983. I recommend you approve b. above with the balance of the funds later in the year if they are needed. (S)

[]
Maurice Lipton

Attachment:
As Stated

cc: D/Personnel